



LEADERSHIP DEVELOPMENT - TAKING ACTION!

By: Sylvia Lovely

It finally sunk in early April when shortcutting down the grocery potato chip aisle, another shopper did an abrupt about-face, nearly turning a wheelie with her cart as she exclaimed, "I'll go the other way!" And so, the world truly changed when Covid-19 arrived. We gained a working knowledge of "flattening the curve," "social distancing," "ventilators," and "intubation." We have less knowledge of what we often refer to as -- "the new normal."

We often opine that we old dogs will learn new tricks during the time period until, we like to say with optimism, "we are back to normal." But, deep inside we know that normal will not ever be what it once was. What we know in the "age of uncertainty" is that, as with all of history, this will mark difference of how we lived and thought before and after. Just as my dad, a product of WWII and the great Depression kept money under the mattress, and lead my mother and me to make a pact never ever to tell him what my special dress cost, we will be changed forever.

As employers and HR directors, we will be on the front lines as staff begin to return to the "new" workplace. We've likely already had to make tough decisions on who stays and who goes with more to come. Much of our activity has largely been undefined and made up as we go. Some of our staff will come back, others won't and some will continue to work from home with rules yet to be defined.

Just as we were becoming aware of a certain employee malaise and disengagement brought on with information overload and relentless change, add onto that something new. Remember the news cycle of a different era. There was that layer of worry over our

children's safety in school or a trip to the mall suddenly clouded with "what if..."

Today, the covid-19 enemy is stealth, silent and invisible and perhaps innocently inhabiting the cubicle next to us. We are being conditioned to fear one another in a deep and personal way. Isolation and social distancing will only deepen that fear and create a new normal none of us will welcome.

Webinars will be held, training will be forthcoming but there are ways to be proactive on creating the new normal that we wish for in a deeper, simpler, and more personal way. As a teacher and guide for those who wish to write and share their stories for personal growth, I recently convened a zoom session on writing and sharing stories about covid-19 experiences. At first, I met resistance but soon I was hearing amazing stories of "where I was when it struck me as real." I witnessed an open exploration of fears but ultimate desire to share a better future with one another. They expressed a sense of joy at embracing a new normal that they could help shape.

There is growing use of stories to improve business productivity. Stories bring to life our human need for order and community. In businesses, that translates into teamwork and a sense of shared mission. As my class member observed, "someday, others will look at what we did and how we handled this crisis." Let's leave them with a story of optimism and the ability to overcome and move toward a brighter future.

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Barbara Bowman
HR Manager/Loss Control
Administrator
Georgetown Municipal Water
and Sewer Service

Barbara Bowman is currently serving as the HR Manager/Loss Control Administrator for Georgetown Municipal Water and Sewer Service in Georgetown KY. Barbara has been employed with Georgetown Municipal Water and Sewer Service for 23 years and has served in her current capacity for 4 years. Barbara is attending Bluegrass Community and Technical College and will graduate in May with an associate degree in Business Administration with a specialization in Human Resource Management. She has been happily married for 26 years and is mother to two amazing kids, daughter Anderson, who is 20 and is attending EKU, and son Alex, who is 16 and attending BCTC. In her spare time, Barbara enjoys traveling with her family, watching UK basketball, and taking care of the family's nine rescue cats.



Amanda Shipley
HR and Wellness Coordinator
CLARK Material Handling Company

Amanda Shipley is a Human Resources and Wellness Coordinator for CLARK Material Handling Company in Lexington, KY. In addition to HR generalist functions, she works to recruit professional and skilled trade employees, as well as coordinate the company's robust wellness program. Before joining CLARK, Amanda earned a B.S. Degree in Human Services Management, and worked in Federal Communications Compliance with a nationally broadcast radio network. Amanda is a life-long member of the Lexington/Georgetown community. Her passion for serving others is only matched by her passion for music and she combines the two by volunteering with Sing for Hope, a national charity with local opportunities to spread Hope through music in hospitals and nursing homes.

CERTIFICATION CORNER

Recipients of the First Annual BGSHRM/University of Kentucky Federal Credit Union Certification Scholarship in memory of LeeAnne Mantz



Samantha Hillard
HR/Payroll Administrative
Services Assistant
University of Kentucky

Samantha and her husband moved to Lexington in the fall of 2016 after living in Chattanooga, TN. While in Chattanooga, she worked as an HR Analyst with CBL & Associates Properties (they own Fayette Mall!). After moving to Kentucky, Samantha worked at the KCTCS System Office for close to a year as the HR Administrative Assistant to the HR Director before beginning her journey with the University of Kentucky. Samantha currently work as the HR/Payroll Administrative Services Assistant for the Institute for Pharmaceutical Outcomes and Policy within the College of Pharmacy. Samantha truly enjoys what she does and appreciates the opportunity to be a resource to fellow coworkers. Outside of work, Samantha and her husband, Jack, have a 19 month old son, James. He keeps them busy and smiling every day! The Hillard's also have a dog, Luna, who James thinks is his best friend although Luna may not say the same. Their family enjoys sporting events, being outside, staying active, and traveling!



Amanda Jumper
Senior HR Business Partner
CHI St. Joseph Hospital

Amanda is a Senior HRBP at CHI Saint Joseph Hospital in Lexington, Kentucky. She is responsible for aligning business objectives with employees and management and achieves business results through collaboration. She serves as a consultant for management on HR related issues, including but not limited to employee relations, performance management, policy application and compliance, organizational development, and compensation. Amanda began her Human Resources career as a Human Resources Specialist for State Government. She worked in HR roles at Gill Industries and Berea College. Amanda holds an MBA from Indiana Wesleyan University and a BS in Political Science from Campbellsville University and is an active member of United Way of the Bluegrass (Madison County) Board of Trustees and a member of the Quality Assurance Commons' Kentucky Employer Advisory Board

The 2021 Scholarship Application process will begin in the fall and the winner will be awarded in December. For more information please contact certification@bgshrm.org

SHRM CERTIFICATION PROFESSIONAL DEVELOPMENT GRANTS

The application window is now open for SHRM Certification Professional Development Grants. Applications will be accepted through August 2nd.

If you are selected to receive a SHRM Foundation Certification Professional Grant you will receive a SHRM Learning System and free exam for the SHRM Certification that you are eligible to apply for (SHRM-CP or SHRM-SCP).

You must be a member of National SHRM to apply and the grant must be claimed 12 months from the date it is issued. For information on eligibility and how to apply, visit www.shrm.org/foundation/ourwork/scholarships/certification.

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UPCOMING MEETINGS

JULY 14 | 11:00 AM | GOTOMEETING

July Chapter Meeting: Managing Virtual Workers Today

JULY 28 | 10:00 AM | ZOOM

BGSHRM and KY Chamber Workforce Center: Addressing Mental Health in the Workplace

MASK PROJECT FUNDRAISER

Masks are REQUIRED PPE for Governor Beshear's Healthy At Work Initiative and are strongly encouraged to be worn while in public.

We have sourced 2 local sewists to create quality masks with proceeds in support of the SHRM foundation.

Visit bgshrm.org/Mask-Project to place your order!

CONTRIBUTE TO THE NEWSLETTER!

Did you know that we are always looking for fresh, new content for our newsletter? Find your inner writer and send something our way following these guidelines:



- Content must be directly related to a SHRM Competency and kept to under 250 words. For more information on the SHRM Competency Model visit: [SHRM Competency Model](#).
- Include a brief (1-2 sentences) bio with your submission.
- Professional experiences and stories tied to the SHRM Competency you are writing about are encouraged. Please use pseudonyms in place of company names and people when sharing.
- Photo submissions to support your content are also encouraged.
- Be flexible! As editors, we fancy the red pen, so please anticipate possible spelling and grammatical corrections to your content before publishing.

Submissions are due no later than the following dates: **September 9** and **December 10**

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